WORK-RELATED DAYCARE

CHILDREN AT WORK:

AN INVENTORY OF
WORK-RELATED DAY CARE
IN CANADA

BACKGROUND PAPER

THE WORKPLACE DAYCARE
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CHILDREN AT WORK:

AN INVENTORY OF WORK-RELATED DAY CARE IN CANADA

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Introduction and Acknowledgements

The Work-Related Day Care Inventory provides a review of day care facilities in Canada that receive some form of financial support from a business or an employer or a labour group. The inventory provides a comprehensive listing of work-related day care facilities, and should be of interest to individuals and organizations concerned with this growing form of service delivery.

The inventory was compiled during the authors' summer employment with the Workplace Daycare Resource Group and the Social Planning Council of Metropolitan Toronto. The information contained in the inventory is based on a July 1982 survey of work-related day care facilities which were in operation or scheduled to open in the near future. The survey utilized a mail-out questionnaire including structured and open-ended questions. (A copy of the questionnaire appears in Appendix B). Names and addresses of the surveyed facilities were obtained from a variety of sources, including: listings provided by provincial day care consultants; published reports and press clippings on work-related day care; and consultations with experts in the field. In addition, some of the facilities were identified through a "snowball" sampling technique, whereby respondents completing the questionnaire were asked to identify the names and addresses of any new or planned work-related day care programs with which they were familiar. Several new facilities were identified in this way.

Work-related day care is defined as any involvement of an employer or a business or a labour group in the provision of day care for employees. Such involvement might include: day care centres at or near the work-site with complete or partial subsidy provided by the employer or business or labour group; a cash allowance paid by the employer to employees with children; or counselling services set up by the employer to provide information, support, and guidance to working parents in need of day care services and facilities. The term "day care" is used to include care for pre-school aged children at any time during the day or week. It is this first type

(i.e. direct involvement of employer/employee groups in the provision of day care services) that characterizes the day care facilities in section A and table 1. Section B deals with the two latter types, among others, in a discussion of additional day care alternatives for employers.

Day care centres affiliated with educational institutions represent a distinct variant of work-related day care. Such programs have been excluded from the present inventory.

Work-related day care is a new and expanding field of service. Any inventory such as this will only provide an accurate description of services which exist at a particular point in time. It is the authors' belief that this review presents an accurate picture of the status of work-related day care at the time of publication. It is their hope that future efforts of this type can and will be able to update the information in this report and monitor the growth and change that may occur in this emerging form of day care service delivery.

The survey results are analysed in the text and then summarized in table form. The individual facilities are listed in alphabetical order for easy reference. Appendix A provides a list of contacts and mailing addresses for all the facilities which have been identified. A copy of the questionnaire appears in Appendix B. Appendix C provides a list of mailing addresses for alternative work-related day care programs discussed in section B.

We would like to thank Employment and Immigration Canada for their financial support; the Workplace Daycare Resource Group, which receives funding from the Ontario Ministry of Community and Social Services; Nathan Gilbert for his efforts as program sponsor; Laura C. Johnson, Sue Griggs and Martha Friendly for their guidance and advice; Barbara Woolley for her resourcefulness as research secretary; and the Social Planning Council of Metropolitan Toronto for providing the facilities needed to accomplish our task.

A. SURVEY RESULTS:

1. Research Methods:

The survey utilized a structured, mail-out questionnaire. A draft research instrument was constructed, pre-tested on three local Toronto day care programs, and then revised. A revised questionnaire was mailed to 60 work-related day care programs across Canada, and were sent in English or French as appropriate. In an effort to encourage a prompt response, follow-up letters were mailed re-emphasizing the goals of the survey and the time restrictions involved. Follow-up telephone calls were also made in order to ensure the maximum number of returns.

Of the 60 questionnaires distributed, 48 (80%) were completed and returned. Of these, five provided information indicating that they are not work-related day care facilities. Another five programs are discussed in a later section entitled Additional Day Care Alternatives for Employers. The patterns described in the following 9 subsections of this report are based on information obtained from a total of 38 programs.

In most instances, the information provided by respondents in the questionnaires was complete. However, there were some cases where respondents omitted some of the requested information. For this reason, some of the survey results reflect fewer than 38 responses, with this fact noted in the text.

2. Distribution of Centres:

The geographical distribution of these 38 facilities is as follows: 18 (47%) from Quebec, 10 (26%) from Ontario, 4 from Manitoba, 4 from Alberta, 1 from British Columbia, and 1 from the Yukon. While the

great majority are from large urban centres such as Montreal and Toronto, the report also describes some work-related day care programs in such small "compnay towns" as Faro in the Yukon and High Prairie in Alberta.

3. Years of Operation:

The majority of work-related day care programs in existence are relatively new, with 27 (71%) of the 38 centres having been in operation for five years or less. Eight facilities (21%) have been in existence between 5 and 10 years and three (8%) were established 10 or more years ago. The longest running work-related day care facility in Canada is Toronto's Riverdale Hospital Day Care Centre, which was established in 1964. Two centres that have opened recently are Children on the Hill, serving children of members of Parliament and Government of Canada employees on Parliament Hill in Ottawa, and the Edmonton Hospital Workers' Child Care Centre, serving employees of the Edmonton Hospital.

4. Hours and Days of Operation:

All of the facilities responding to the survey operate on a five-day work week for 8 to 11 hours a day. A number of centres indicate that they offer extended service with advance notice from parents. Several hospitals indicate that they are considering expanding to extended hours of service and/or 24-hour day care, to accommodate the needs of parents who work shifts. Two such centres are the High Prairie Regional Health Complex Day Care Centre in High Prairie, Alberta and the Bethany Care Centre in Calgary, Alberta.

5. Who Uses the Day Care Facilities?

For the purposes of this report, an employee-parent is defined as a parent with a child enrolled in a work-related day care centre that receives some support from his/her employer. A community-parent lives or works near a work-related day care centre where his/her child is enrolled but does not work for the employer who provides some support for that centre.

The information received indicates 28 (74%) of the work-related day care programs accept children of both employee-parents and community-parents. The proportions from each group vary according to spaces available and to the arrangements made with associated employers who help support the day care facility. Where compnay involvement is prominent, often employee-parents will have priority over community-parents for available spaces in the day care centre.

Eight (21%) of the centres indicate they will accept only employee-parents' children. One such centre is the Mutual Life Assurance Company of Canada Day Care Centre in Waterloo, Ontario. This centre is located in a church building (owned by the company) adjacent to its head office complex. The renovation costs were paid by the company; the centre will operate as a head office department and is expected to run on a break-even basis, providing care for some 45 children of Mutual Life employees.

The remaining two of the centres surveyed stipulate that while employee-parents have priority of the day care spaces, children of community-parents will also be accepted if space permits.

6. Who Runs the Day Care Centres?

Operation of a day care centre involves both the daily supervision and guidance of the children, as well as such administrative concerns as operating costs, funding, and financial management. The day care staff is often responsible for the day-to-day operations while the administration of the centre can be the responsibility of day care staff, employer, union, employee-parents, and community-parents.

The administration of 31 (82%) of the work-related centres takes the form of a board of directors composed of two or more of the five groups listed above. Three of the 38 centres are run by the day care staff alone. Two centres are run by the day care staff but parent involvement in the administration of the facility is encouraged. Another two centres are run by employee-parents.

7. Who Are the Employers Involved in Work-Related Day Care Services?

The greatest number of work-related day care programs are associated with hospitals or health centres, with 19 of the 38 centres (50%) reporting such affiliation. Six of the 38 centres are associated with private corporations, three with municipal governments, seven with regional or local community social service centres, two with the federal government. The remaining centre, the British Columbia Government Employees' Day Care Centre, was initiated in conjunction with the British Columbia Government Employees' Union, which no longer has any involvement in the centre.

8. Location of Day Care Facilities:

Twenty-two of 38 responding centres (58%) have on-site locations, with the day care facility situated on the premises of the work-

place. Twelve of these twenty-two on-site locations are affiliated with hospitals or health centres, five with regional or local community social service centres, three with private companies, two with municipal governments, and two with the federal government.

Twelve centres (32%) are near-site facilities, and are located en route to the workplace. One centre is off-site and is not in the same neighbourhood as the workplace. One centre has both on-site and near-site facilities, while yet another has both on-site and off-site facilities. One respondent did not provide the requested information.

Convenience and time-saving are two benefits emphasized by one supervisor of an on-site work-related day care program. The centre's proximity to the workplace "eliminates two hours a day for pickup and delivery of children elsewhere". It is also "not necessary to get children up so very early in the morning, and they are home earlier so they eat dinner earlier and there's more time to paly with them before they must go to bed."

9. Employer Contribution:

The type and amount of the contribution made by employers to the day care facilities varies considerably from centre to centre in type and degree. No clear pattern of employer contribution emerges. However, the most common contributions to the work-related day care facilities include donation of space and the provision of free maintenance, utilities, accounting, and food. Renovation costs and operating expenses were assumed by the employer or sponsoring group in a number of cases. Contributions towards capital costs, while less frequent, often involve substantial funds. Six of the 38 respondents indicate amounts in the range of $75,000 to $285,000.

Two centres, namely the Garderie Claire Joie Inc. in Laval and the Garderie Bobino Bobinette in Montreal, enjoy regular bus trips and excursions at the employer's expense.

10. Parent Fees:

Thirty-six of the 38 centres surveyed (95%) provided information on parent fees. Thirty-three centres (89%) charge the same fee to both employees and community-parents, with an average weekly parent fee of $58.46 per child. One centre indicated that reduced fees were charged when there were two or more children from the same family. Three centres indicated they charge community-parents a higher fee for day care services than they charge employees. Among these three, the average weekly fee for employee-parents is $55.75 per child and $70.00 per child for community-parents.

Table 1: WORK-RELATED DAY CARE INVENTORY

NAME OF CENTRE	DATE ESTAB-LISHED	EMPLOYER INVOLVED IN DAY CARE PROGRAM	EMPLOYER CONTRIBUTION	WHO RUNS IT?	WHO USES IT?	WEEKLY PARENT FEES (PER CHILD)	NUMBER OF SPACES	NUMBER OF STAFF	DAYS AND HOURS OF OPERATION
A Child's World Toronto Ontario	Sept. 1981	York Board of Educa-Education	Space	Parents and Staff on Board of Directors day-to-day operations of Centre run by Day Care staff	75% York Board of Education, and York Borough Employees 25% community	$45	20 (5 spaces retained for children of persons attending Adult Day School)	3 staff 2 supervisors and high school student volunteers	5 day week 8 - 10 hours a day
A La Claire Fontaine Montréal Québec	July 1976	Centre Hospitalier Louis Hippolyte Lafontaine	Space, heating, electricity, phone, laundry, maintenance, food (for 1.10/ child)	Day Care staff run day-to-day operations; Administrative Council of Parents and one day care staff	98% employees 2% community	$50 to $54.45	60	11 staff 1 supervisor	5 day week 7.30 a.m. to 5 p.m.
Au Pays Des Schtroumpfs Montréal Québec	1978	Centre Hospitalier Marie-Enfant	Food, space, accounting services, maintenance	Administrative Council with staff and supervisor represented	50% employees 50% community	$70	59	11 staff 1 supervisor	5 day week 11 hours a day
Bethany Care Centre Calgary Alberta	August 1978	Bethany Auxillary Hospital	Low rent costs	Day Care staff with parent participation encouraged	100% employees (community parents accepted, space permitting)	Information not provided	39	7 staff 2 supervisors	5 day week 11 hours a day (some extended service when needed)
British Columbia Government Employees' Day Care Centre Victoria, B.C.	April 1971	B.C. Government Employees	Initial grant from B.C. Government Employees' Union	Board of Directors with employee and day care staff representation	60% employees 40% community	$50.75	27	3 staff	5 day week 8 - 10 hours a day

Table 1: WORK-RELATED DAY CARE INVENTORY (cont.)

NAME OF CENTRE	DATE ESTAB-LISHED	EMPLOYER INVOLVED IN DAY CARE PROGRAM	EMPLOYER CONTRIBUTION	WHO RUNS IT?	WHO USES IT?	WEEKLY PARENT FEES (PER CHILD)	NUMBER OF SPACES	NUMBER OF STAFF	DAYS AND HOURS OF OPERATION
Children on the Hill Ottawa Ontario	June 1982	Government of Canada, House of Commons (Ottawa)	Capital costs, operating expenses equivalent to rent, heat & electricity, space, maintenance, reduced food costs	Board of Directors with parent and day care staff representation. Day care staff run the day care centre	100% employees	$75	40	5 staff 1 supervisor (at capacity)	5 day week 8.00 a.m. to 7.00 p.m.
Children's Centre Churchill Manitoba	1976	Churchill Health Centre	Food, maintenance, accounting, space, all capital costs when health centre built	Employer Board of Directors with parent advisory group; day care staff runs day-to-day	50% employees 50% community	$50	30 (5 go to kindergarten ½ day)	3 staff 1 supervisor Relief staff as needed	5 day week 8 - 11 hours a day
Edmonton Hospital Workers Child Care Centre Edmonton Alberta	July 1982	Edmonton Hospital	Start-up costs and first 3 months operating deficits & staff benefits, (life insurance, medicare, proffesional upgrading)	Board of Directors with union and employer representation; director of day care, staff & employees run day-to-day operations	85% employees 15% community	$69.25	55	7½ staff 3 supervisors, cook, housekeeper, secretary, casual employees & volunteers	5 day week 8 - 11 hours a day extended service 6.15 a.m. to 13.20 midnight
Faro Child Care Centre Co-operative Faro, Yukon	1973	Cyprus Anvil Mining Corp.	Space; can be approached for most anything they need, i.e. window blinds, movie projector (will sometimes pay to have centre opened up for company or town event)	Parent Board of Directors	60% employees 40% community	with parent involvement $56.50 (based on 50 hours a week) without parent involvement $87.50 (based on 50 hours a week)	19 (plus 2 for 2 hours a day)	3 staff, 1 supervisor, 3 students and 2 teachers part-time, 1 volunteer from Board of Directors	5 day week 8 - 11 hours a day (usually closes for 2 - 3 months in the summer)

Table 1: WORK-RELATED DAY CARE INVENTORY (cont.)

NAME OF CENTRE	DATE ESTAB-LISHED	EMPLOYER INVOLVED IN DAY CARE PROGRAM	EMPLOYER CONTRIBUTION	WHO RUNS IT?	WHO USES IT?	WEEKLY PARENT FEES (PER CHILD)	NUMBER OF SPACES	NUMBER OF STAFF	DAYS AND HOURS OF OPERATION
Fuzzy Bears, Inc. Brandon Manitoba	1975	Brandon Mental Health Centre	Respondent Requested that this information be kept confidential	Board of Directors with parent representation; limited union involvement; day care staff run day-to-day operations	30% employees 70% community	Information not provided	35	3 staff 3 supervisors	5 day week 6.30 a.m. to 6.30 p.m.
Garderie Bobino-Bobinette Montréal Québec	Fall 1978	Centre Local de Services Communautaires Rivière des Prairies	Operating expenses, food, external visits	Administrative Council composed mainly of parents	1% employees 98% community	$60	43	8 staff 1 supervisor	5 day week 7.00 a.m. to 6.00 p.m.
Garderie Chatouille Montréal Québec	October 1980	Centre Lucie Bruneau (Group Home)	Rent	Administrative council with parent-employee, employer and day care staff representation	15% employees 85% community	$62.50	49	9 staff 1 supervisor 1 cook 1 maintenance	5 day week 8 - 11 hours a day
Garderie Claire Joie Inc. Laval Québec	October 1978	Centre Notre-Dame de Laval (Group Home)	Food, maintenance, space, accounting, bus service	Day care staff	100% employees	$45	31	2 staff 1 supervisor	5 day week 8 - 11 hours a day
Garderie Clé de Sol Québec, P.Q.	January 1979	Centre Hospitalier Robert Giffard	Information not provided	Parents and staff run day-to-day; staff administration	75% employees 25% community	$60	60	11 staff 1 supervisor 1 bookeeper	5 day week 7.30 a.m. to 5.30 p.m.
Garderie Communautaire Katéri Ste.-Catherine Québec	1977	Centre Local de Services Communautaires Katéri	Space (with resulting 25% fee reduction for employee parents)	The parents	2% employees 98% community	$41.25 for employee $55 for non-employee	55	8 staff 1 supervisor	5 day week 8 - 11 hours a day

Table 1: WORK-RELATED DAY CARE INVENTORY (cont.)

NAME OF CENTRE	DATE ESTAB-LISHED	EMPLOYER INVOLVED IN DAY CARE PROGRAM	EMPLOYER CONTRIBUTION	WHO RUNS IT?	WHO USES IT?	WEEKLY PARENT FEES (PER CHILD)	NUMBER OF SPACES	NUMBER OF STAFF	DAYS AND HOURS OF OPERATION
Garderie D'Youville Inc. Nicolet Québec	1974	Centre Hospitalier Christ Roi	Centre pays for services provided	Day care staff with some parent involvement	9% employees 91% community	$50	75	7 staff 1 supervisor 1 secretary	5 day week 8 - 11 hours a day
Garderie du Chul Ste-Foy Québec	1979	Centre Hospitalier de L'Université Laval	Operating Grant	Administrative Council and other committees with parent-employee and day care director representation; day care staff run day-to-day operations	50% employees 50% community	$60	60	11 staff 1 supervisor 1 cook	5 day week 7.30 a.m. to 5.30 p.m.
Garderie la Gaminerie Inc. Val D'Or Québec	1978	Centre Hospitalier Val D'Or	Food, maintenance, accounting, administrative services	Employer and supervisor	1% employees 99% community	$50	65	10 staff 1 supervisor 1 cook 1 maintenance person	5 day week 7.30 a.m. to 6.00 p.m.
Garderie la Marmaille Inc. Matane Québec	1977	Centre Local de Services Communautaires Matane	Food, maintenance, space, accounting	Employer and day care staff involved in day-to-day operations; parent-employee and employer in general administration	2% employees 98% community	$45 (reduced rates for siblings)	100	12 staff 1 supervisor	5 day week 7.30 a.m. to 5.30 p.m.
Garderie L'Enfanfreluche Montréal Québec	January 1980	Lavalin Inc.	Accounting, payroll	Day care staff	100% employees	$50	39	9 staff 1 supervisor	5 day week 8 - 11 hours a day
Garderie Palou la Coccinelle Montréal Quebec	1981	Centre Local de Services Commautaires J. Octave Roussin	Operating grant, space, electricity, telephone, heat	Day care staff run day-to-day operations; parent board and supervisor administers overall program	Employees of community centre and community parents	$55	25 plus 5 part-time	3 staff 1 supervisor	5 day week 7.30 a.m. to 6.00 p.m.

Table 1: WORK-RELATED DAY CARE INVENTORY

NAME OF CENTRE	DATE ESTAB-LISHED	EMPLOYER INVOLVED IN DAY CARE PROGRAM	EMPLOYER CONTRIBUTION	WHO RUNS IT?	WHO USES IT?	WEEKLY PARENT FEES (PER CHILD)	NUMBER OF SPACES	NUMBER OF STAFF	DAYS AND HOURS OF OPERATION
Garderie Picasso Montréal Québec	1970 as a hospital service 1981 as a non-profit corporation	Centre Hospitalier Rivière des Prairies	Food, space, maintenance, phone, admin. support and expertise	Administrative council with staff, employee-parent and community parent representation	95% employees 5% community	$55 to $71.25 (based on family income)	70	9 full time staff 4 part-time staff 1 supervisor	5 day week 8 - 11 hours a day
Garderie Pomme de Reinette Montréal Québec	May 1980	Banque Nationale du Canada	Operating costs, electricity, phone, maintenance, rent	Administrative council with employer, parent-employee and day care staff representation	100% employees	$50	30	3 staff 1 supervisor 1 nurse	5 day week 8 - 11 hours a day
Garderie sur une Patte Drummondville Québec	Feb. 1980	Celanese Canada	Space	Administrative council with employee-parent representation; day care staff run day-to-day operations	16% employees 84% community	$40	60	6 staff 1 supervisor 1 cook	5 day week 8 - 11 hours a day
Garderie Trottineurs Inc. Chicoutimi Québec	Sept. 1978	Hôpital de Chicoutimi	Food, space, repairs	Parent-employee administration; day care staff run day-to-day operations	50% employees 50% community	$50	43	5 staff 1 supervisor	5 day week 8 - 11 hours a day
Health Sciences Centre Day Nursery Winnipeg Manitoba	1975	Health Sciences Centre	Renovation costs, deficit cost, all other costs including utility and taxes	Advisory committee with employer, parent-employee, union, day care staff and community parent representation	85% employees 15% students (will also provide short-term and emergency care for children of hospital patients)	$52.50	124	22 staff 6 supervisors 1 registered nurse	5 day week 8 - 11 hours a day

Table 1: WORK-RELATED DAY CARE INVENTORY (cont.)

NAME OF CENTRE	DATE ESTAB-LISHED	EMPLOYER INVOLVED IN DAY CARE PROGRAM	EMPLOYER CONTRIBUTION	WHO RUNS IT?	WHO USES IT?	WEEKLY PARENT FEES (PER CHILD)	NUMBER OF SPACES	NUMBER OF STAFF	DAYS AND HOURS OF OPERATION
Hester How Day Care Centre Toronto Ontario	Sept. 1980	City of Toronto	Capital costs, space, limited operating grant, maintenance	Board of Directors with parents, day care staff, employer, and union representation	60% employees 40% communtiy	$68 for employee $85 for non-employee	50	9 staff 1 supervisor	5 day week 8 - 11 hours a day
High Prairie Regional Health Complex Day Care Centre High Prairie Alberta	1976	High Prairie Regional Health Complex	Food, maintenance, accounting service, space & employer absorbs deficit	Hospital Board of Directors - Assistant Administrator of hospital is day care representative	100% employees	$82.50 infant $72.50 toddler	19	3 staff 1 supervisor 1 part-time	5 day week 8 - 11 hours a day (extended hours at parent's request)
Hilda Roberts Day Care Centre Toronto Ontario	Dec. 1979	Manufacturers' Life Insurance Co.	A forgiveable loan and mortgage at reduced rate from Manulife	Day care staff	15 - 20% employees (priority as spaces become available) 80 - 85% community	$94.50 infants $78.50 toddlers	55	11 staff 1 director 1 cook	5 day week 8 - 11 hours a day
Lac du Bonnet Children's Day Care Centre Lac du Bonnet Manitoba	Sept. 1977	Lac du Bonnet District Health Centre	Capital costs, some operating expenses, maintenance, heat, light, accounting, secretarial	Hospital administrator and parent-employee on board of directors; day care staff runs day-to-day operations	5% employees 95% community	$42.50	15 (licensed spaces) 50 (presently enrolled with majority nursery school spaces)	3 staff 1 supervisor also parent and student volunteers	5 day week 8 - 11 hours a day

Table 1: WORK-RELATED DAY CARE INVENTORY (cont.)

NAME OF CENTRE	DATE ESTAB-LISHED	EMPLOYER INVOLVED IN DAY CARE PROGRAM	EMPLOYER CONTRIBUTION	WHO RUNS IT?	WHO USES IT?	WEEKLY PARENT FEES (PER CHILD)	NUMBER OF SPACES	NUMBER OF STAFF	DAYS AND HOURS OF OPERATION
Maison des Enfants de Gaspé Inc. Hâvre de Gaspé Quebec	1976	Hôpital Hôtel-Dieu de Gaspé	Maintenance, accounting, space, hot meal	Administrative council with employee-parent, community representation; day care staff run day-to-day operations	1% employees 99% community	$50	125	7 staff 1 supervisor 1 cook 1 maintenance person	5 day week 8 - 11 hours a day
Mutual Life Assurance Co. of Canada Day Care Centre Waterloo Ontario	August 1982 (scheduled opening)	Mutual Life of Canada Limited	All capital costs, some administrative services	Centre is run as company dept. parent advisory committee has some involvement. Day care staff run centre on day-to-day basis	100% employees	$50	45 (licensed spaces)	4 staff 1 supervisor	5 day week 8 - 11 hours a day
Orde Street Public School Day Care Centre Toronto Ontario	Sept. 1979	Toronto Board of Education	Capital costs, free space for first four months	Board of Directors with school principal, employee-parent, day care director & community parent representation	Priority given to Board of Education employees (community parents accepted, space permitting)	$65 ($30 for school age program)	50 (includes 20 school age)	6 staff 1 supervisor	5 day week 8 - 11 hours a day
Riverdale Hospital Day Nursery Toronto Ontario	Sept. 1964	Riverdale Hospitals	Maintenance, accounting, food, housekeeping, safety, minor medical attention	Administration by hospital Board of Directors; supervisor runs day-to-day	90% employees 10% communtity	$58 for employee $70 for non-employee	45	8 staff 2 supervisors 1 nurse	5 day week 8 - 11 hours a day
Staff Children's Day Care Centre University Hospital Edmonton Alberta	Nov. 1967	University Hospital	Capital costs, operating deficit, all utilities, maintenance, janitorial, accounting, food, laundry, security	Administered by hospital board; day-to-day operations by day care supervisor	100% employees	$60.25	41	3 staff 1 supervisor 4 half-time staff	5 day week 8 - 11 hours a day

Table 1: WORK-RELATED DAY CARE INVENTORY (cont.)

NAME OF CENTRE	DATE ESTAB-LISHED	EMPLOYER INVOLVED IN DAY CARE PROGRAM	EMPLOYER CONTRIBUTION	WHO RUNS IT?	WHO USES IT?	WEEKLY PARENT FEES (PER CHILD)	NUMBER OF SPACES	NUMBER OF STAFF	DAYS AND HOURS OF OPERATION
Sunburst Children's Centre Downsview Ontario	Sept. 1982 (scheduled opening)	Environment Canada	Renovation costs, maintenance, space, contri-butions from unions	Board of Directors with parents, day care staff and union representa-tion	87% employees 13% community (estimated)	$81.90 infant $77.30 toddler $65.75 preschool	37 (planned capacity)	8 staff 1 supervisor (at capacity)	5 day week 8 - 11 hours a day
Sunnybrook Hospital Creche Toronto Ontario	Sept. 1982 (scheduled opening)	Sunnybrook Hospital	2/3 capital costs, catering, laundry, account-ing, payroll, planning exper-tise, land	Board of Directors with employer, employee-parent and union representa-tion	Hospital employees will have priority (spaces will be open to community parents)	$95.00 infant $85.00 toddler to 4 yr. old	75 (planned capacity)	12 staff 1 supervisor (at capacity)	5 day week 8 - 11 hours a day with intention to expand to 24 hour care
Treasure Island Day Care Centre Orillia Ontario	Sept. 1982 (scheduled opening)	Huronia Regional Health Centre	Maintenance	Board of Directors with parent/employee representation. Day care staff run day-to=day operations	100% employees	$55.00	15 full-time plus part-time (planned capacity)	3 staff 1 supervisor (at capacity)	5 day week 8 - 11 hours a day proposed extended hours 6.15 a.m. to 11.15 p.m.

NOTE: Weekly parent fees for day care services were tabulated from information supplied in hourly, daily, weekly and monthly rates.

B. ADDITIONAL DAY CARE ALTERNATIVES FOR EMPLOYERS:

The following are examples of alternative types of work-related day care programs currently operating in Canada. Information about these programs was obtained from the survey and through consultation with experts in the field.

1. Private Day Care at the Worksite:

Day care for the children of working parents can be provided at the workplace by a commercial operator who does not recieve support from the employer(s). In such a case, the day care facility is both financially and administratively independent of the employer.

The Pinocchio Daycare centre in Edmonton, Alberta, began operation in January 1979 in the Sun Life Building. The building was constructed with the stipulation by the municipality that a certain amount of space be leased to a day care centre. Sun Life assumed operation of the day care centre when the facility was unable to reach financial viability in the first year. Sun Life covered the deficits incurred by the centre until it became financially stable.

In September 1981, the current owner/director formed a company and bought the centre from Sun Life. Pinocchio Daycare re-opened as a commercial centre in the Sun Life Building. Sun Life leases space to the day care facility for which the centre pays, but has no other involvement with Pinocchio Daycare. At the present time, approximately 20% of spaces are filled by children of the Sun Life Building employees.

The Children's Place in Kanata, Ontario, is a day care centre located in the centre of Kanata Industrial Park outside Ottawa. It does not

receive financial support from the local employers. The centre provides day care for working parents in the Industrial Park as well as for community-parents.

2. Private Day Care Near the Worksite:

A privately-run, commercial centre which does not receive support from an employer can provide day care for children of employees at nearby workplaces. Two such centres are Forbid Them Not Children's Centre and its affiliate, A New Life Children's Centre in Hamilton, Ontario. The centres are situated near a major steel plant, a hospital, and a number of restaurants. The centres are open 24 hours a day to accommodate the shift-workers at these workplaces. Children from six weeks old to school-age are accepted into these day care programs.

3. Day Care Centres Operating Flexible Hours:

Day care centres that operate on flexible hours offer the day care facilities, programs, and staff for care up to a 24-hour period. Day care of this type can be of particular benefit to shift workers who have irregular shifts.

The Loyal True Blue and Orange Flexible Child Care Centre located north of Toronto in Richmond Hill is an example of flexible hours day care. The agency operated originally as a residential home and orphanage under the auspices of the Loyal True Blue and Orange Lodge. In 1981, the flexible child care program was established, with staff and facilities for 24-hour care. The program is designed primarily to accommodate working parents who live and work in York Region. The centre also operates a nursery school and a morning and afternoon drop-in time for children of local parents.

4. Day Care Counsellor in the Workplace:

In order to assist employees in locating day care, an employer can provide a counselling and referral service. An employer can also provide access to a day care co-ordinator or consultant for parents wishing to make day care arrangements.

One example of this form of employer participation is the counselling and referral service provided by the Government of Ontario for government employees. In 1976, the Ontario Government hired a day care consultant who maintains an up-to-date listing of available day care spaces in both day care centres and family day care homes throughout Ontario. This service enables interested Government of Ontario employees to obtain information concerning available day care. The day care counsellor maintains contact with the day care consultants of the Ministry of Community and Social Services and municipal day care co-ordinators, and thereby obtains current information about day care programs throughout the province.

5. Employer Cash Allowances for Day Care:

An employer can offer regular cash allowances to employees with children, enabling parents to offset the costs of their day care arrangements. In 1976, the Canadian Union of Public Employees, Local 2189, at the Y.M.C.A. successfully negotiated a taxable benefit of $15 per month to be used by the employees toward child care. Such a cash benefit was seen by the employer to be more feasible than establishing a workplace day care facility for employees who lived in different areas of Metropolitan Toronto. This taxable benefit has been increased twice since 1976 and is presently set at $30 per month for children up to age 9 (to a maximum of $30 per family). At the time of this writing, the collective agreement between the Y.M.C.A. and C.U.P.E. is under re-negotiation.

6. Employer-Sponsored, Work-Related, Half-Day Preschool Program:

The St. Anne Nackawic Preschool Centre in Nackawic, New Brunswick, operates a preschool centre for 100 children with two half-day programs. They recieve extensive funding from the St. Anne Nackawic Pulp and Paper Company in the form of 85% of an estimated $120,000 annual budget and all costs for the preschool facilities constructed in 1975. This support results in parent fees of $20 per month. With no public kindergarten system in the province, the preschool centre fills an important community need.

7. Work-Related Family Day Care:

Supervised family day care homes can be organized to accommodate employees' day care needs. Family Day Care Services in Toronto is one non-profit agency which is operating a program of supervised family day care for children of employees in an industrial and commercial area west of Toronto.

8. Voucher System:

Another alternative is for an employer to purchase vouchers from a day care centre and issue them to employees. Such vouchers can be issued for a certain number of hours of care or an equivalent dollar value, and can be redeemable at one specific centre or one of a number of centres. This type of program is being developed by Granny Y's, a day care centre operated by the Y.W.C.A. in Vancouver for short-term and emergency use. (up to 6 weeks). As a short-term support, the service is targeted at special needs, e.g.: a sick caregiver, a parent in hospital, a sick child remaining at home.

The plan is for vouchers to be sold to business and industry, to be distributed to their employees. The vouchers will be redeemable at Granny Y's.

9. Industrial Family Care Workers:

Trained care givers can provide care for children in the home of working parents. Employers can hire these caregivers, who are then available to go into the home of an employee who requires short-term or emergency child care. This child care system enables an employee to go to work when the regular form of day care is either unavailable or unsuitable for a certain time period, e.g.: the regular caregiver is ill; the child is ill and must remain at home. Family care workers can also provide required assistance for the care of handicapped, elderly and infirm family members.

The Family Care Assistance Pilot Project has recently graduated its first group of Industrial Family Care Workers from Seneca College of Applied Arts and Technology in Willowdale, Ontario. This demonstration project is funded by the federal government and is currently under evaluation.

CONCLUSION:

Work-related day care is one part of the spectrum of day care services which should be available to meet day care needs in Canada. Within the general context of work-related day care there are a number of possible variations and options that can accommodate the particular needs of employers and employees. These different options should be explored carefully in order to develop a program that best suits the needs of the particular communities involved. Some of the factors that should be considered are: modes of transportation used by the parents; work schedules of the parents; suitability of the work-site for day care; and the rural, urban or suburban nature of the community.

The information gathered from the centres surveyed and from consultations with experts in the field indicates a trend towards the development of non-profit, work-related day care centres. It also indicates that the most stable and longest-running work-related day care facilities are those which allow a high degree of employer, union, employee-parent, community-parent, and day care staff involvement. In the words of one supervisor, this involvement is an important step "in terms of more prople accepting responsibility for our young as a co-operative effort". This co-operative effort in the administration of a day care centre has the particular advantage of allowing for, as one administrator says, "the input of employees with respect to quality of care". As with any day care program, it is essential not to lose sight of the fact that quality care must remain a priority.

APPENDIX A

A list of mailing addresses for all the facilities which have been identified follows. The name of a contact person has been included where this information was available. Centres which are included in this appendix but not in a table are those for which only minimal information is available. The following abbreviations have been used:

C.H. - Centre Hospitalier (health complex)

C.L.S.C. - Centre Local de Services Communautaires (local community service centre)

* A Child's World
F. H. Miller Public School
300 Caledonia Rd.
Toronto, Ontario M6E 4T5
Supervisor: Adele Peden
(416) 656-8650

* A La Claire Fontaine
7401, rue Hochelaga
C. H. Louis Hippolyte Lafontaine
Montréal, P.Q.
H1N 3M5
Supervisor: Marcelle Walger
(514) 253-8200 ext. 714, 713, 712

* Au Pays des Schtroumpfs
5200, est, rue Bélanger
C. H. Marie-Enfant
Montréal, P.Q.
H1T 1C9
Supervisor: Suzanne Delisle
(514) 721-7563

Bambi's Centre
#5 and #7 Esquimalt St.
Box 782
Shilo, Manitoba
ROK 2AO
(204) 765-2469

* Bethany Care Centre
916-18A St. N. W.
Bethany Auxillary Hospital
Calgary, Alberta T2N 1J6
Supervisor: Anita Hansen
(403) 289-3701 Local 29

* British Columbia Government Employees' Day Care Centre
433 Kingston St.
Victoria, B.C.
V8V 1V8
Supervisor: (Mrs.) Morag Baldwin
(604) 382-2314

* Children on the Hil
Confederation Building
Ottawa, Ont.
K1A OA6
Professional Director: Michelle Drouin
(613) 593-5466

* Children's Centre
c/o Churchill Health Centre
Churchill, Manitoba
ROB OEO
Supervisor: F. Flynn
(204) 675-8881 ext. 237

* Edmonton Hospital Workers Child Care Centre
11424 - 102 St., #2
Edmonton, Alberta
T5G 2E7
Supervisor: Pat Holowatiuk
(403) 479-0179

* Faro Child Care Centre Cooperative
P. O. Box 367
Faro, Yukon
YOB 1KO
Bookkeeper: Sue Buntain
(403) 994-2735

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* One of 38 WRDC Centres that responded to the questionnaire and is included in the report.

* Fuzzy Bears Inc.
Box 420
Brandon Mental Health Centre
Brandon, Manitoba
R7A 3Z5
Supervisor: (Mrs.) M. Egilsson
(204) 725-1443

* Garderie Bobino Bobinette
8270, est, boul. Gouin
CLSC Rivière des Prairies
Montréal, P. Q.
H1E 1B9
Supervisor: Camille Gauvreau
(514) 648-2317

* Garderie Chatouille
2255, est, Laurier
Maison Lucie Bruneau
Montréal, P. Q.
H2H 1C5
Coordinator: Constance Lebel
(514) 526-9366

* Garderie Claire Joie Inc.
310, boul. Cartier
Maison Notre-Dame de Laval
Laval, P. Q.
H7N 2J2
Supervisor: Chantale Labonté
(514) 382-1110 ext. 279

* Garderie Clé de Sol
2525, chemin de la Canardière
C. H. Robert Giffard
Québec, P. Q.
G1J 2G2
Supervisor: Lucie Gagnon
(418) 663-5858

* Garderie Communautaire Katéri
124, boul. Marie Victorin
CLSC Kateri
Ste-Catherine, P. Q.
G0A 3M0
Supervisor: Diane Tremblay
(418) 657-4988

* Garderie du Chul
2721, rue Tremblay
C. H. l'Université Laval
Ste-Foy, P. Q.
G1W 1C2
Coordinator: Lucie Pelletier
(418) 657-4988

* Garderie D'Youville Inc.
675, rue St-Jean-Baptiste
C. H. Christ Roi
Nicolet, P. Q.
J0G 1E0
Supervisor: Luc Gauthier
(819) 783-6445

Garderie Educative Rayon de Soleil Inc.
5, rue Quesnel
C. H. Arthabaska
Arthabaska, P. Q.
G6P 6N2
(819) 357-9772

Garderie Feu Vert
1075, chemin Ste-Foy
Edifice Joffre
Québec, P. Q.
G1S 2M1
(418) 683-4616

* Garderie La Gaminerie
1281, boul. Forest
C. H. Val d'Or
Val d'Or, P. Q.
J9P 5H3
Supervisor: Georgette Chartier
(819) 825-2677

* Garderie La Marmaille Inc.
349, St.-Jérôme
CLSC Matane
Matane, P. Q.
G4W 3A8
Supervisor: Sylvie Patouie
(418) 562-2471

Garderie Le Marmot qui Rit
605, rue Laval
CLSC Norman Bethune
Laval, P. Q.
(514) 687-3785

* Garderie L'EnfanFreluche
3484, de la Montagne
(Lavalin)
Montréal, P. Q.
H3G 2A6
Supervisor: Frances Shorteno
(514) 844-0509

Garderie L'Oiseau Bleu
500, boul. Bélanger
Hôpital Buckingham
Buckingham, P. Q.
J8L 2M4
(819) 986-6868

* Garderie Palou La Coccinelle
13926, est, rue Notre-Dame
CLSC J. Octave Roussin
Montréal, P. Q.
H1A 1T5
Supervisor: Jocelyne Joly
(514) 642-4050 ext. 253

* Garderie Picasso
7070, boul. Perras
C. H. Rivière des Prairies
Montréal, P. Q.
H1E 1A4
Supervisor: Ginette Lauzon
(514) 323-7260 ext. 321

* Garderie Pomme de Reinette
275, Viger, #120
Banque Nationale du Canada
Montréal, P. Q.
(514) 281-3826

Garderie Populaire Ciboulette
de Gatineau
175, rue Maple
CLSC Le Moulin
Gatineau, P. Q.
J8P 5B9
(819) 663-7020

Garderie Sel et Poivre
77, rue Allen
CLSC Windsor
Windsor, P. Q.
J1S 2P8
(819) 845-4112

Garderie Ste-Justine
3180, ave. Ellendale
Hôpital Ste-Justine
Montréal, P. Q.
H3S 1W3
(514) 739-1426

* Garderie Sur une Patte
Celanese Canada C. P. 580
boul. St.-Joseph
Drummondville, P. Q.
J2B 6W7
Supervisor: Genevieve Grenier
(819) 477-5154

* Garderie Trottineurs Inc.
305, ave St-Vallier
Pavillon Notre-Dame
Hôpital de Chicoutimi
Chicoutimi, P. Q.
G7H 4J1
Supervisor: Ginette Lavoie
(418) 543-7222

* Health Sciences Centre Day Nursery
E4 General Hospital
700 William
Winnipeg, Manitoba
R3E 0Z3
Supervisor: Norma McCormick
(204) 787-2646

* Hester How Day Care Centre
City Hall
100 Queen St. W., 3rd Floor
Toronto, Ont.
M5H 2N2
Supervisor: Marlene Axler
(416) 367-7981

* High Prairie Regional Health Complex
Day Care Centre
High Prairie, Alberta
T0G 1E0
Ass't Supervisor: Verna McDermott
(403) 523-3341

* Hilda Roberts Day Care Centre
36 Dundonald St.
Toronto, Ont.
M4Y 1K2
Supervisor: Tanaj V. DaCosta
(416) 924-2113

Jardinière du Chu
375, rue Argyle
C. H. Sherbrooke
Sherbrooke, P. Q.
J1J 3J5
(819) 563-5555

* Lac Du Bonnet Children's Day Care Centre
Lac Du Bonnet District Health Centre
Box 1030
Lac Du Bonnet, Manitoba
R0E 1A0
Supervisor: Dorothy Altstadt
(204) 345-8647

Le Pandore
1050, chemin Ste-Foy
Hôpital St-Sacrement
Québec, P. Q.
G1S 4L8
(418) 681-7168

* Maison des Enfants de Gaspé
Caisse Postale 2370
Hôpital Hôtel-Dieu de Gaspé
Hâvre de Gaspe, P. Q.
G0C 1R0
(418) 368-3912

Mount Carmel Day Care Centre
122 Selkirk Ave.
Winnipeg, Manitoba
R2W 2L2
(204) 582-4636

* Mutual Life Assurance Co. of Canada Day Care Centre
227 King Street S.
Waterloo, Ont.
N2J 4C5
Current Administor: Angela Moisse
(519) 888-2454

Northwood Manor
2615 Northwood Terrace
Halifax, Nova Scotia
B3K 3S5
(902) 454-8311

* Orde Street Public School Day Care Centre
18 Orde St.
Toronto, Ont.
M5T 1N7
Supervisor: Gunta Jurevics
(416) 598-3412

* Riverdale Hospital Day Nursery
14 St. Matthews Rd.
Toronto, Ont.
M4M 2B5
Supervisor: Rita Klein
(416) 461-8251 ext. 282

* Staff Children's Day Care Centre
University Hospitals
84 Ave and 114 St.
Edmonton, Alberta
T6G 2B7
Supervisor: Margaret McWhinnie
(403) 433-9663

* Sunburst Children's Centre
Ministry of the Environment
4905 Dufferin St.
Downsview, Ont.
M3H 5T4
Supervisor: Mrs. Wendy Elliott
(416) 667-4527

* Sunnybrook Hospital Creche
c/o Sunnybrook Aids for Living Centre
2075 Bayview Ave.
Toronto, Ont.
M4N 3M5
Current Administrator: Mrs. B. Awan
(416) 486-3122

* Treasure Island Day Care Centre
Huronia Regional Centre
Box 1000
Orillia, Ontario
L3V 6L2
Supervisor: Katie Dean
(705) 326-7361

APPENDIX B

THE WORKPLACE DAYCARE RESOURCE GROUP

WORK-RELATED DAY CARE QUESTIONNAIRE

Name of supervisor and centre (please include address and phone number)

When was centre established (under its current auspices)?

Whom does the centre serve? (please indicate percentages)

employees _____ community parents _____

How many children in the program?

6 weeks up to 3 months _____ 18 months up to 2½ years _____

3 months up to 18 months _____ 2½ years up to 5 years _____

How many staff in centre?

supervisor(s) _____

day care workers: with E.C.E. qualifications _____

without E.C.E. qualifications _____

Others (please specify) _____

Location: on-site _____ describe _____

_____

near site _____ describe _____

_____

off site _____ describe _____

_____

Premises: new _____

If not new, what was it before? Please describe renovations and costs.

_____

_____

Cost to parents _____

Financial contribution from employer? (please specify amount per time period)

capital costs _____ operating expenses _____

contribution towards parent fees _____

Services provided by employer e.g. food, maintenance, accounting service, space. (please specify) _____

_____

_____

Please indicate which of the following groups are involved in the running of the day care centre: specify type of involvement, e.g. Board of Directors, day-to-day operations.

employer _____

employee/parent _____

union _____

day care staff _____

others (please specify) _____

Days and hours of operation?

5 days a week _____ 7 days a week _____

other (please specify) _____

8 - 11 hours a day _____ 24 hours _____

extended hours (please specify) _____

What, in your opinion, are the advantages of work-related day care?

What, in your opinion, are the disadvantages of work-related day care?

Are you aware of any planned or newly-established work-related day care programs (which we might include in our inventory)?

APPENDIX C

Mailing Addresses and Contacts of Additional Programs

Pinocchio Daycare
Sun Life Building
10123- 99th Street
Edmonton, Alberta
T5J 3H1
Owner/director: Stella Denver
(403) 425-9108

The Children's Place
310 Legget Drive
Kanata, Ontario
K2K 1X3
Owner/director: Terry MacIver
(613) 592-5002

Forbid Them Not Children's Centre Inc.
867 Upper Ottawa St.
Hamilton, Ontario
L8T 3V4
Director: Joan Aspin
(416) 385-1941

The Loyal True Blue and Orange
Flexible Child Care Centre
R. R. #1, 11181 Yonge Street
Richmond Hill, Ontario
L4C 4X7
Supervisor: Janice Crawford
(416) 889-5421

Government of Ontario Day Care Counsellor
Employee Advisory Service
25 Grosvenor Street
Toronto, Ontario
M7A 1R1
(416) 965-9953

Canadian Union of Public Employees
Ontario Division
15 Gervais Drive
Don Mills, Ontario
M3C 1Y8
(416) 445-4393

Ste. Anne Nackawic Preschool Centre
P. O. Box 502
Nackawic, New Brunswick
E0H 1P0
Supervisor: Lynda Homer
(506) 575-2328

Family Day Care Services
380 Sherbourne Street
Toronto, Ontario
M4X 1K2
Executive Director: John Pepin
(416) 922-9556

Arlene Gladstone
Director of Support Services
Y.W.C.A.
580 Burrard St.
Vancouver, B.C.
V6C 2K9
(604) 683-2531

Seneca College of Applied
Arts and Technology
Sheppard Campus
43 Sheppard Ave. East
Willowdale, Ontario
M2N 2Z8
(416) 491-5050

POOR

QUALITY

ORIGINAL